

Haberdashers' Monmouth Schools (William Jones's Schools Foundation)

Gender Pay Gap Report 2021

As an employer Haberdashers' Monmouth Schools (The Foundation) is required to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out calculations that show the difference between the average earnings of men and women in our organisation. The Gender Pay Gap data supplied is correct for all employees in post on 5th April 2021. On that date there were 479 relevant and full-pay employees. The Foundation is reporting on 232 more staff than in the previous year due to the COVID-19 pandemic. The Schools were required to close during the first national lock down that commenced in March 2020 and claimed support through the Coronavirus Job Retention Scheme. This meant that many of our staff were on furloughed leave at April 2020 and paid less than their usual basic pay at the snapshot date and were therefore not included in the figures reported using the standard calculations required by the Regulations. Approximately 90% of our furloughed staff returned to normal working in April 2021 and are included in the April 2021 figures below. The remaining 10% returned later in the year.

Pay Relevant Employees Employed on Snapshot Date	Male		Female		Total
	Number	%	Number	%	Number
	170	35.49%	309	64.51%	479
Pay Quartiles	Male		Female		Total
	Number	%	Number	%	Number
Upper Quartile	57	47.90%	62	52.10%	119
Upper Middle Quartile	41	34.17%	79	65.83%	120
Lower Middle Quartile	57	47.50%	63	52.50%	120
Lower Quartile	15	12.50%	105	87.50%	120
Total	170		309		479
Pay	Male		Female		Pay Gap
Mean Hourly Rate	17.31		14.19		18.03%
Median Hourly Rate	16.45		10.88		33.90%
Bonus Pay	Male		Female		Total
	Number	%	Number	%	Number
Staff in receipt of Bonus Pay	2	1.07%	3	0.84%	5
Bonus Pay	Male		Female		Bonus Gap
Mean Bonus Pay	5,000		6,000		-20.00%
Median Bonus Pay	5,000		6,000		-20.00%

Basic Rates of Pay

The median figure of 33.90% reveals that overall female employees have lower pay than male employees. It is important to note however that the Schools' figures are distorted by the fact that the majority of lower paid roles such as cleaners and catering assistants are females who also mainly work on a part time basis. The Gender Pay Gap is as a result, not of unequal pay, but of the roles which men and women are employed in and the salaries these roles attract.

The Foundation remains committed to the principle of equal opportunities and equal treatment for all employees. To support this goal the Foundation continues to review its pay policies to ensure that there is a clear, consistent and non-discriminatory pay policy for its entire staff. Teaching staff are remunerated through Teaching Pay Scales and Responsibility Bands that reward them for their professionalism and wider contributions to the Schools, along with their level of experience. Non-teaching staff are remunerated through Support Staff Pay Bands that reflect the value and the complexity of the work undertaken. The transparent pay policies that have been put in place ensure that male and female employees are treated equally on appointment and throughout their careers in the Schools.

Bonus Payments

Bonus payments are discretionary payments given on top of regular pay in recognition of some exceptional work or project completed that has significantly contributed to the delivery of a key area of the operation. In the reporting year to 5th April 2021 a total of 5 one-off payments were made to staff members.

Summary

The Foundation has a good, positive balance across the male/female split in all quartiles which contain our technical support services and teaching staff. An average of 64.51% of our pay relevant staff are female and this is reflected in the makeup of our Senior Academic Management Team which is 53% female and our current Support Staff Management Team which is 70% female.

The Foundation recognises that the largest differentials are seen within the lower quartile that contains all of our domestic assistants. Whilst it recognises that it has no direct control over the gender of applicants for particular job types or an individual's career choices, the Foundation remains committed to monitoring and reducing the gap wherever possible.

I confirm the data reported is accurate.



Tessa Norgrove

Foundation Bursar